

WRGB & WCWN * Annual EEO Public File Report

February 1, 2010 - January 31, 2011

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning February 1, 2010 to January 31, 2011 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

* Freedom Broadcasting of New York, Inc. acquired WCWN on December 5, 2006.

**WRGB Annual EEO Public File Report
February 1, 2010 - January 31, 2011**

**Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Producer	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p>	Word of mouth/referral
2	Reporter/Content Producer	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p>	TVJobs.com

3	Account Executive	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p> <p>www.careerbuilder.com</p>	Word of mouth/referral
4	Meteorologist	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p>	Word of mouth/referral

5	Producer Trainee	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>Daily Gazette Newspaper 2345 Maxon Road Ext. Schenectady NY (518)-382-1100</p> <p>College Of Saint Rose career@strose.edu</p>	TV Jobs.com
6	Continuity Coordinator	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Daily Gazette Newspaper 2345 Maxon Road Ext. Schenectady NY (518)-382-1100</p>	Internal Promotion
7	Promotion Producer	All sources on Appendix 2	Tvjobs.com

		<p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p>	
8	News Producer	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>www.medialine.com</p> <p>www.tvjobs.com</p>	Word of mouth/referral
9	WCWN Account Executive	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.timesunion.com www.careerbuilder.com www.tvjobs.com</p>	Internet

10	Interactive Account Exec	<p>All sources on Appendix 2 Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Monster.com http://hiringmonster.com/jobs/managejobs.aspx</p>	Monster.com
11	Videographer	<p>All sources on Appendix 2 Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Daily Gazette Newspaper 2345 Maxon Road Ext. Schenectady NY (518)-382-1100</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>www.tvjobs.com</p>	Tvjobs.com

12	Producer Trainee	<p>All sources on Appendix 2 Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p>	Word of mouth/referral

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

Total Number of Persons Interviewed thru #12 : 70

Total Number Of Interviewees Per Recruiting/Referral Sources:

Web/Internet	16
Company website	8
TVjobs.com	20
Newspaper – Daily Gazette	3
Word of Mouth/ Referral	18
Job Fair	1
College of St Rose	1
Internal Posting	3
Total	70

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**Appendix 2
RECRUITMENT SOURCE LIST**

Centro Civico

Attn: Ladan Alomar
143-145 East Main Street
Amsterdam, NY 12010

Contact Preference: US Mail

Carver Community Center

Attn: R. Walker
700 Craig Street
Schenectady, NY 12307
(518)374-8456 Fax: (518)374-0751

Contact Preference: US Mail

Arbor Hill Community Center

Attn: Harris Oberlander
47 North Lark St.
Albany, NY 12210
(518)463-1516
Contact Preference: US Mail

Centro Civico

Attn: Dr. Cecilia Sanz
20 Green St.
Albany, NY 12202
(518)465-1138
Contact Preference: US Mail

New York State Broadcasters

Attn: Sandy Hickey
Job Bank
115A Great Oak Office Park
Albany, NY 12203
(518)456-8888 Fax: 456-8943
sandy@nysbroadcastersassn.org
Contact Preference: Web Site

College of Saint Rose

Attn: Mary Alice Molgard, Job Bank
Coordinator
College of Saint Rose
432 Western Ave, Box 121
Albany, NY 12203
(518)454-5265 Fax: (518)458-5446
molgardm@mail.strose.edu or
www.strose.edu
Contact Preference: US Mail

The Women's Building, Inc.

Attn: Liz Bryant, Coordinator
373 Central Avenue
Albany, NY 12206
(518)465-1597 Fax: (518)465-1598
Contact Preference: US Mail

NAACP

Attn: Paul Webster
PO Box 997
Schenectady, NY 12301

Contact Preference: US Mail

Gay & Lesbian Community Council

Attn: Carrie Knepp
P.O. Box 131
Albany, NY 12201
(518)462-6138 Fax: (518)462-2101
cknepp@cdglcc.org
Contact Preference: US Mail

NAACP

Attn: Debora Brown Johnson
PO Box 2544
Albany, NY 12220-0544
(518)372-4409 Fax: (518)372-5143
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Nilda Giraldi
1 Kimball St.
Amsterdam, NY 12010-4109
(518)382-2004 Fax: (518)382-2695
Contact Preference: US Mail

Women's Employment & Resource Center

Attn: Elizabeth Miller, Executive Director
175 Central Ave, 3rd Floor
Albany, NY 12206
(518)462-7600 ext 187
www.cdwercc.org
Contact Preference: US Mail

Ohio Center For Broadcasting *

Attn: Gary James
9885 Rockside Road
Suite 160
Valley View Ohio, 44125

Contact Preference: US Mail

Center For Broadcasting *

Attn: Mark Life
Colorado Campus
404 S Upham Street
Lakewood, Colorado, 80226

Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

* On or about July 2010 the group requested to be added to the community group list.

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Appendix 3

RECRUITMENT INITIATIVES

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB personnel participated in the following events during the reporting period:

2/18/10: Sports Reporter served as moderator at the University of Albany Career Night for student athletes. Rewards and challenges of becoming a Reporter were discussed followed by a question and answer period.

various: Meteorologist discussed weather facts and figures, on-air meteorology and the Broadcast Media field followed with a question and answer period at events hosted by Dorothy Nolan Elementary School 4th grade class on 2/19/10, the Coxsackie-Athens Middle School 5th grade class on 3/9/10, the Latham Ridge Elementary School 3rd grade class on 3/16/10

various: News Operations Manager and Interactive Content Producer visited Shenedehowa High School, Guilderland High School and Shaker Jr. High School during the months of January, March and April 2010 where they spoke to the Journalism classes to discuss blogging to the station website and careers in reporting. Internship opportunities were also discussed.

11/5/10: Meteorologist spoke to middle and high school students at the Hudson City School District career fair regarding technology in the workplace.

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2010 internship programs attracted thirty-one college students. Two interned in the Sales Department, the remainder in News. The colleges represented were SUNY Albany, SUNY Oneonta, SUNY ACC, SUNY Stonybrook, SUNY Oswego, Ithaca College, Siena College, College of St. Rose, Missouri State University, Harvard, Syracuse University and New School of Radio and Television. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB/WCWN provides on-going training to management and supervisory personnel.

Outreach Initiative #5

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

WRGB personnel participated in the following events during the reporting period

7/13/10: Anchor spoke to the Schenectady County Library Summer Creative Writing class regarding entering into the Broadcast Media field. She discussed the rewards and challenges of becoming an on-air Reporter and Anchor.

12/29/10: Anchor participated in a Career Exploration event hosted by Cub Scout Troop #10 and Bradt Elementary School. The rewards and challenges of becoming a Reporter were discussed followed by watching the Noon news live.

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3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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**Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Gen'l Sales Mgr	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>www.tvjobs.com</p> <p>MediaRecruiters.com Jim Birschbach 22102 East Canyon Place Aurora, Co. 80016</p> <p>Decision Toolbox, Inc. 1526 14th Street, Suite 102 Santa Monica, CA 90404 562-377-5663</p>	MediaRecruiters.com
2	Executive Producer	All sources on Appendix 2	Talent Dynamics

		<p>Company website</p> <p>New York State Broadcasters Association Website</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>www.tvjobs.com</p> <p>www.medialine.com</p> <p>Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Tx 75039 info@talentdynamics.com</p>	
3	Video Journalist	<p>All sources on Appendix 2</p> <p>Company website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>www.tvjobs.com www.medialine.com</p>	Tvjobs.com

Total Number of Persons Interviewed thru #4 : 28

Total Number Of Interviewees Per Recruiting/Referral Sources:

Web/Internet	
Company website	2
TVjobs.com	4
Newspaper – Times Union	1
Word of Mouth/ Referral	4
Decision Toolbox, Inc.	4
Media Recruiters.com	5
Talent Dynamics	4
Career Builder .com	4
Total	28

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**Appendix 2
RECRUITMENT SOURCE LIST**

**Albany/Colonie Regional
Chamber of Commerce**
Attn: Heather Romano
One Computer Drive South
Albany, NY 12205
(518)453-5222 Fax: (518)458-1055
Contact Preference: US Mail

Arbor Hill Community Center
Attn: Donna Thompson, Director
47 North Lark St.
Albany, NY 12210
(518)463-1516
Contact Preference: US Mail
Centro Civico of Amsterdam, Inc.
Attn: Ladan Alomar, Executive Director
143-145 East Main Street
Amsterdam, NY 12010
(518)842-3762 Fax: (518)842-9139
civico@telenet.net
Contact Preference: US Mail

City of Albany
Department of Administration
Room 301
City Hall
Albany, NY 12207
(518)434-5284
James McCaffrey, Acting Commissioner
Contact Preference: US Mail

Carver Community Center
Attn: R. Walker
813 Strong Street
Schenectady, NY 12307
(518)374-8456 Fax: (518)374-0751
Contact Preference: US Mail

Centro Civico
Attn: Dr. Cecilia Sanz
20 Rensselaer St.
Albany, NY 12202
(518)465-1138
Contact Preference: US Mail
AWRT & College of Saint Rose
Attn: Mary Alice Molgard, Job Bank
Coordinator
College of Saint Rose
432 Western Ave, Box 121
Albany, NY 12203
(518)454-5265 Fax: (518)458-5446
molgardm@mail.strose.edu or
www.strose.edu
Contact Preference: E-Mail

Corporation For Public Broadcasting
Attn: Ms Yoko Arthur
Employment Outreach Project
901 E. St. NW
Washington, DC 20004-2037
(202)879-9600 Fax: (202)783-1019
Contact Preference: US Mail

Career Development Center
Attn: Thomas Tarantelli, Dir.
RPI
DCC RM. 209
Troy, NY 12180
(518)276-6234 Fax: (518)276-8787
Contact Preference: US Mail

Gay & Lesbian Community Council
Attn: Carrie Knepp
P.O. Box 131
Albany, NY 12201
(518)462-6138 Fax: (518)462-2101
cknepp@cdglcc.org
Contact Preference: US Mail

Hispanic Outreach Services
Attn: Nilda Giraldi
801 Stanley St.
Schenectady, NY 12307
(518)382-2004 Fax: (518)382-2695
Contact Preference: US Mail

Hispanic Outreach Services
Attn: Maria Jeannette Gatto
Youth Outreach Coordinator
PO Box 577 (171 E. Main St.)
Amsterdam, NY 12010
(518)843-0004
Contact Preference: US Mail

The Leadership Institute
Attn: Denise Chaykun
Broadcast Media Placement
Coordinator
Steven P.J. Wood Building
1101 North. Highland St.
Arlington, VA 22201
(703)247-2000 Fax: (703)247-2001
Contact Preference: US Mail

NAACP
Attn: Anne Pope

Hispanic Outreach Services
Attn: Anne Tranelli, CSJ
40 North Main Avenue
Albany, NY 122003
(518)453-6655 Fax: (518)453-6792
Contact Preference: US Mail

NCAAP
Attn: Olivia Adams
955 State Street
Schenectady, NY 12307
(518)372-4409 Fax: (518)372-5143
mcmctap@mybizz.net (omit as of
12/23/03)
Contact Preference: US Mail

Hispanic Outreach Services
Attn: Beatrice Aviles
30 Ontario St.
Albany, NY 12206-2427
(518)463-1217 Fax: (518)463-1217
Contact Preference: US Mail

Hudson Valley Community College
Attn: Center for Careers & Employment
80 Vandenburg Ave.
Troy, NY 12180
(518)629-7326 Fax: (518)629-7508
cce@hvcc.edu
Mark Schmiedeshoff, Director
Contact Preference: E-Mail

New York State Broadcasters
Attn: Sandy Hickey
Job Bank
115A Great Oak Office Park
Albany, NY 12203
(518)456-8888 Fax: 456-8943
sandy@nysbroadcastersassn.org
Contact Preference: Web Site

New York State Job Service
Attn: Donald Radley
NYS Dept. of Labor

P.O. Box 2544
Albany, NY 12220-0544
(518)462-1823
Contact Preference: US Mail

600 Franklin St.
Schenectady, NY 12305
(518)347-1662 Fax: (518)347-0563
www.ajb.dni.us/ny/employer/
Contact Preference: Web Site

Schenectady County Community
College
Attn: Carolyn T. Pinn
Coordinator of Personnel /AAO
Planning & Development
78 Washington Avenue
Schenectady, NY 12305
(518)381-1200x 113 Fax: (518)346-
0379
Contact Preference: US Mail or Fax

University At Albany
Career Development
ULB-69
1400 Washington Avenue
Albany, NY 12222
(518)442-5515 Fax: (518)442-5005
career@uamail.albany.edu
Contact Preference: US Mail

Albany Co Dept of Human Resources
Attn: Kai N. Earle,
Director of Affirmative Action
112 State St.- Suite 670
Albany, NY 12207
kearle@albanycounty.com
Contact Preference: E-mail

The Sage Colleges-Troy Campus
Attn: Laurie Anderson
Career Development Center
45 Ferry Street
Troy, NY 12180
(518)244-2272 Fax: (518)244-6865
www.nacelink.com
www.sage.edu
Contact Preference: Web Site

One Hundred Black Men
52 Chestnut Lane
Schenectady, NY 12309
Contact Preference: US Mail

Skidmore College
Office of Career Planning
Saratoga Springs, NY 12866
Contact Preference: US Mail

Center for Law & Justice
Pine West Plaza-Bldg.2
Washington Ave. Ext.
Albany, NY 12205
Contact Preference: US Mail

The Women's Building, Inc.
Attn: Liz Bryant, Coordinator
79 Central Avenue
Albany, NY 12206
(518)465-1597 Fax: (518)465-1598
Contact Preference: US Mail

Women's Press Club of NYS, Inc.
WPC Newsletter
PO Box 13493
Albany, NY 12212-3493
Attn: Nancy Curran, Editor,
Newsletter
1868 Eastern Parkway
Schenectady, NY 12309
393-5904 Office: 377-3810
Contact Preference: US Mail

Connecticut School of Broadcasting
NYC Career Service
377 Route 17 South-Penthouse
Hasbrouck Heights, NJ 07604
Contact Preference: US Mail

Refugee Resettlement Program
218 Nott Terrace
Schenectady, NY 12307
Contact Preference: US Mail

Women's Employment & Resource Center
Attn: Elizabeth Miller, Executive Director
175 Central Ave, 3rd Floor
Albany, NY 12206
(518)462-7600 ext 187
www.cdwercc.org
Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

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**Appendix 3
RECRUITMENT INITIATIVES**

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB personnel participated in the following events during the reporting period:

2/9/09: Meteorologist toured the station with the Zoller Elementary School 2nd grade class, presented a discussion of weather facts and figures followed by a question and answer session.

2/24/09: Meteorologist spoke to the New School of Radio and Television concerning the rewards and challenges of becoming an on-air meteorologist the News School grand opening event.

4/23/09: Chief Meteorologist judged the Mohonasen High School public speaking contest and also lectured on the rewards and challenges of becoming an on-air Meteorologist.

Various: meteorologist discussed weather facts and figures, on-air meteorology and followed with a question and answer period at events hosted by the Saddlewood Elementary 3rd grade class on 2/24/09, the Coxsackie-Athens Middle School 5th grade class on 3/31/09, the Hillside Elementary School 3rd grade class on 3/24/09, the Park Terrace Elementary School 5th grade class on 4/20/09, the Gloversville High School 9th to 12th grade classes on 5/5/09 and the Forts Ferry Elementary 3rd grade class on 6/11/09.

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2009 internship programs attracted sixteen college and high school students. Two interned in the Sales Department, the remainder in News. The colleges represented were Hudson Valley Community College, Rensselaer Polytechnic Institute, Ithaca College, SUNY Oswego, SUNY Albany, SUNY Brockport, Marist, New School of Radio and Television, Scotia-Glenville High School and Niskayuna High School. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB/WCWN provides on-going training to management and supervisory personnel.

2/12/09: Newly hired General Sales Manager viewed a dvd entitled "EEO Compliance For Supervisors and Managers." He signed a statement acknowledging such , receiving the station policies entitled "Anti-Harassment/Non-Discrimination" and "WRGB Information Systems" and acknowledging his responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

March thru June: Business/HR Manager, General Sales Manager, WRGB and WCWN Local Sales Managers viewed a dvd entitled "Legal Survival Skills for the Modern Manager" and signed a statement acknowledging such, receiving the company policies entitled "Anti-Discrimination and Harassment", "Information Technology and Security", "Prevention of Workplace Violence" and "Equal Employment Opportunity" and acknowledging responsibility as a supervisor/manager to comply with and enforce EEO rules and company policies.

8/21/09: Newly hired Executive News Producer viewed a dvd entitled "EEO Compliance For Supervisors and Managers" and signed a statement acknowledging such , receiving the station policies relating to discrimination, harassment and workplace protocol and acknowledging her responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

9/8/09: Department heads and the General Manager attended a diversity training session presented by Freedom Broadcasting Senior Director of Human Resources Deborah Mills. The training enabled the management team to build their skills in recruitment and gave them a better understanding of ensuring equal employment opportunity and preventing discrimination.

Outreach Initiative #4

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Palm Beach Community County Job Fair April 2, 2009
Sr Director HR Broadcast Division

Dr. King Career Fair April 16, 2009
Production Manager, News Manager, Creative Services Manager, Business/HR Manager, Chief Engineer, Local Sales Manager

NAB Education Foundation Career Day April 22, 2009
News Manager, Sr Director HR Broadcast Division, VP Finance Broadcast Division

Outreach Initiative #5

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

WRGB personnel participated in the following events during the reporting period:

2/9/09: Meteorologist toured the station with the Latham NY Cub Scout Troop, presented a discussion of weather facts and figures followed by a question and answer session.

3/27/09: Meteorologist toured the station with the Burnt Hills NY Cub Scout Troop, presented a discussion of weather facts and figures followed by a question and answer session.

4/12/09: Chief Meteorologist spoke to the Colonie Senior Services Center about the rewards and challenges of being an on-air meteorologist.

4/15/09: Sales Director participated in a job shadow with the Schenectady ARC School to Work Program.

7/22/09: Chief Meteorologist guest lectured at the BoyHaven Cub Scout Camp where he presented weather facts and figures and shared a videotape demonstrating a variety of weather subjects including forecasting and reporting. A question and answer session followed.

12/10/09: Evening Anchor spoke to Niskayuna Cub Scouts from Craig Elementary School. She explained to the group how the News show is developed including all the steps leading up to the newscast. A question and answer session followed.

Federal Communications Commission
Washington, D.C. 20554

Approved by OMB
3060-0922 (September 2002)

FOR FCC USE ONLY

FCC 397

BROADCAST MID-TERM REPORT

FOR COMMISSION USE ONLY
FILE NO.
- 20110201AAX

Legal Name of the Licensee

FREEDOM BROADCASTING OF NEW YORK LICENSEE, L.L.C.

Mailing Address

1400 BALLTOWN ROAD

City
SCHENECTADY

State or Country (if foreign address)
NY

Zip Code
12309 -

Telephone Number (include area code)
5183466666

E-Mail Address (if available)
FREDLASS@WRGB.COM

FCC Registration Number
0010053007

Facility ID
Number
73942

Call Sign
WRGB

TYPE OF BROADCAST STATION:

Commercial Broadcast Station

☐ Radio

☒ TV

☐ Low Power TV

☐ International

Noncommercial Broadcast Station

☐ Educational Radio

☐ Educational TV

Application Purpose

☒ New Program Report

☐ Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time

brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WRGB	73942	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SCHENECTADY, NY	<input type="radio"/> Yes <input checked="" type="radio"/> No

WCWN	73264	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SCHENECTADY, NY	<input type="radio"/> Yes <input checked="" type="radio"/> No
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SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name JACK N. GOODMAN			Street Address 1875 PENNSYLVANIA AVE., NW
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2026636287

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent GARY CHAPMAN
Title TRUSTEE	Telephone No. (include area code) 4013380565
Date 2/1/2011	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: FRED LASS

Title: CHIEF ENGINEER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description

EEO Public File Report - February 1, 2010 - January 31, 2011

EEO Public File Report February 1, 2009 - January 31, 2010



SAVE THE DATE!

Dr. King Career Fair

Thursday, April 15, 2010

Empire State Plaza Convention Center
Albany, NY

Sponsored by
The New York State Department of Labor
and
The Office of General Services

Come explore career, job and training opportunities.

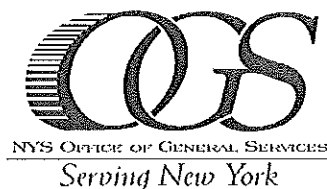
Career Fair runs from 1:00 pm - 5:00 pm

Registration and Workshops begin at 12:00 pm

- Employment preparation for the future
- Career exploration and training opportunities
- Support services for the job seeker
- Employment inquiries/human rights – what you need to know

For more information, please call the New York State Department of Labor.

1-888-4-NYSDOL
www.labor.ny.gov



The State of New York is an Equal Opportunity Employer/Program.
Auxiliary aids and services are available upon request to individuals with disabilities.